

**A REPORT
ON THE STATUS OF
JOB TRAINING FOR TENNESSEE WOMEN**

FEBRUARY 2, 2005

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Greetings,

The Tennessee Economic Council on Women's interest in and evaluation of job training and educational opportunities for women has been a focal point of the Council's work since its formation in 1998. Since 2001, it has been my pleasure to serve the Tennessee Economic Council on Women as chair of the Job Training Task Force. This dedicated and diverse group of individuals from across the state played a pivotal role in assisting the Council in evaluating job training programs and evaluating whether such programs have helped women obtain self-sufficient employment. The task force included individuals from the Council, state and local government, community organizations, academia, social and human services, and business. We were also fortunate to have task force members who have utilized the state's training and Families First programs. This report is the result of their work and would not have been possible without their guidance, insight, time and energy. Key individuals through the years have included:

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Thanks also to Gwendolyn Davis, Judy Greenwood, Natasha Metcalf, Lewis Rudolph, Brenda
Speer, Ronnie Steinberg, and Yvonne Wood.

As Chair of this Task Force, I extend my deepest appreciation and thanks to everyone who has
contributed to this important work. It has been a pleasure working with individuals so dedicated
to the improvement of women's lives in our state.

Sincerely,

Lachelle Norris
Chair
Job Training Task Force
Tennessee Economic Council on Women

A REPORT ON THE STATUS OF JOB TRAINING FOR TENNESSEE WOMEN: EXECUTIVE SUMMARY

In its enabling legislation, the Tennessee Economic Council on Women (TECW) was directed to “evaluate and quantify the results of job training programs that currently exist, and evaluate whether they are helping women to obtain better employment.”¹ To meet this objective, the Council created a Job Training Task Force in 2001 to review the various job training and educational programs within state government and present recommendations based on the findings.

Since that time, the Task Force has continued its analysis of job training and educational programs. In this report, the Task Force presents a summary of its latest work. Areas examined include: the results of a survey of Tennessee Career Centers, the effectiveness of the Families First approach to training and education, an examination of high demand occupations which provide self sufficient wages in Tennessee, and a comparison of traditional vs. nontraditional jobs for Tennessee women. The report also provides information regarding alternative training models in other areas of the country. We also summarize the session on nontraditional job training recently held at the First Economic Summit for Women (December, 2004). Recommendations and educational materials are also provided.

The Task Force concludes that women seeking to be economically self sufficient require education and training. There are numerous opportunities for training in Tennessee, however barriers such as lack of information, lack of funding, availability/location of providers, childcare and transportation may present problems for those seeking to enhance or develop skills. Individuals and agencies responsible for counseling and/or training women should strive to inform women of high demand, high wage occupations and effective means of acquiring such jobs. Women should also be made aware that training for a high demand, high wage nontraditional occupation is a feasible means of achieving economic self sufficiency.

A. An Examination of Tennessee’s Career Centers

Women appear to be utilizing Career Centers in greater numbers than men. Job placement is the primary objective unless barriers such as lack of skills/education prevent such. For those individuals seeking training, Career Center Counselors assist the client in researching training and education options. There are few if any resources designed specifically for women. In addition, respondents to the Task Force survey identified the following barriers to job placement/training: 1) poor economic conditions in certain areas of the state, 2) Center facility needs and communication issues, 3) needs of the clients, especially childcare and transportation costs.

B. Human Services, Families First and Training Opportunities for Tennessee Women

¹ TCA § 4-5-102

Women leaving welfare often find themselves in jobs that do not pay a living wage. The Families First program is geared toward lower income individuals, with an emphasis on providing core services and alleviating barriers until training and employment are possible. Often the time to overcome such barriers is too great, and some individuals may need much preparation before entering a training program. Some Families First clients may have trouble accessing slots for training. Increased educational opportunities may be the key in enabling women to become economically self sufficient, but more data is needed. Regardless, women need to be made aware of the long term benefits of education.

C. Women Need Training In High Demand Jobs

The jobs that are in highest demand vary by region throughout Tennessee due to the industry and employee composition of the area. This report presents an examination of high-demand jobs and self sufficiency standards by each Local Workforce Investment Area (LWIA). In Tennessee, women currently hold 39.6% of all high-demand jobs. In every LWIA, women's average hourly wages are below the self sufficiency wage requirements. High demand jobs include both traditional jobs (jobs in which women compose 25% or more of the work force in that occupation) and nontraditional jobs (jobs in which women compose less than 25% of the work force in that occupation). However, in each LWIA, the average wages of high-demand traditional jobs are lower than the average wages of high-demand nontraditional jobs.² In Tennessee, on average, traditional jobs pay \$1.02 less in hourly wages than nontraditional jobs in the state. Women in Tennessee should consider nontraditional occupations when pursuing job training in high-demand fields.

D. Women and Nontraditional Jobs

In Tennessee, certain nontraditional occupational fields containing high-demand jobs with very good or excellent outlooks provide average wages considerably higher than traditional high-demand jobs in the same occupational grouping. Job training and career counselors and providers should encourage women to enter training programs in nontraditional jobs that provide a self sufficient wage and are in high-demand. This report contains a list of such jobs that pay a living wage and that are in high-demand in Tennessee.

E. “It wouldn’t be nontraditional if you had more women doing it”: A discussion about job training in Tennessee at the First Economic Summit for Women

The Council sought to raise awareness about model job training programs for women by organizing a job training session at the Council's December 3, 2004 Economic Summit for Women. During that session, a panel of women in nontraditional jobs spoke of the challenges and rewards of being a woman in a nontraditional field. The panel's closing remarks reiterated the importance of urging women toward nontraditional occupations, the need for mentoring and resource manuals, and the benefits of forming a citizen interest group to assist in carrying out these objectives.

² The LWIA grouping with the most substantial and striking difference between nontraditional and traditional high-demand job average wages is LWIA 8.

F. Recommendations

Based on findings and conclusions, the Job Training Task Force makes the following recommendations. These recommendations are

Area 1: Better Communication and Information System for Those Providing Information to Women Regarding Job Training Options. Increase Efforts to Target and Educate Women as to Job Training Options.

- We recommend developing an improved communication system for Career Center personnel so that announcements of regulation changes, grant opportunities, and best practices might take place in a timely and efficient manner. This would also foster the exchange of ideas and information. We suggest possible managed list serves, message boards, or online forums as ways to achieve this purpose.
- Given the importance of education and training in enabling women to become economically self sufficient, we strongly urge increased efforts in targeting, informing, educating, and enabling women as to their training and education options. An informational brochure (*TECW Job Training Resource Guide for Tennessee Women*) has been created to assist in this endeavor. Additional materials should be developed.

Area 2: Evaluate and Address Career Center Facility Needs

- Career Centers vary in terms of their needs. We strongly recommend a continued dialogue with Career Center directors and counselors to better assess and address these needs.
- We also find evidence that marketing and advertising of Centers could be improved.

Area 3: Address Barriers to Women's Economic Self Sufficiency

- Barriers such as reliable transportation, lengthy commutes, increased fuel prices, reliable 24 hour childcare and lack of training providers in remote areas continue to pose problems for women seeking training and education, particularly those living in rural areas of the state. We recommend a review of the locations of Career Center and affiliates. We also recommend an evaluation of the location of available, certified training providers, particularly those providing training in high demand occupations.
- Tough economic conditions and lack of viable employment options continue to plague individuals seeking jobs that pay a living wage. Economic development can be enhanced with a skilled and educated workforce.

Area 4: Make Women Aware of Nontraditional Occupations and Encourage Women to Enter Predominately Male Dominated Fields.

- Based on our findings, women make up the majority of Career Center and Families First clients, and yet many women are not aware of their options when it comes to considering high demand nontraditional careers. Women may not know such jobs exist, what such jobs entail, nor do they know what training is required, or what wages such jobs typically

pay. Again, we urge the wide scale distribution of the *TECW Job Training Resource Guide for Tennessee Women* and development of additional resource materials and manuals.

- We stress the need to reach women and girls early in their education, making them aware of nontraditional occupations while changing stereotypes and perceptions about what jobs are “appropriate” for women.
- We recommend the support and further development of the broad-based, statewide “Women in Nontraditional Occupations” interest group, conceived of and initiated at the Summit.
- We recommend the organizing of a Nontraditional Occupations Conference for Women.
- We strongly recommend that a support and information system for women seeking nontraditional job training and career development through post secondary higher education institutions (THEC) be developed. An online mentoring program based upon the GEM-SET model could be implemented with the assistance of the U.S. Department of Labor, Women’s Bureau.
- We recommend continued research as to the experiences, barriers, and needs of women currently working in nontraditional occupations in order to better advise and prepare women entering these fields.
- We strongly suggest other training approaches and models be continually reviewed and incorporated as efforts are made to enhance Tennessee programs. Best practices in other locations involve public/private partnerships, and other collaborative programs; these should be evaluated when considering the most effective programs for Tennessee.

For more information please contact the Tennessee Economic Council on Women, 615/253-4264, or Dr. Norris, 931/372-6220 (Box 5052, Department of Sociology and Political Science, TTU, Cookeville, 38505). To view the complete report, go to www.tennesseewomen.org.

A REPORT ON THE STATUS OF JOB TRAINING FOR TENNESSEE WOMEN

Overview

In its enabling legislation, the Economic Council on Women was directed to “evaluate and quantify the results of job training programs that currently exist, and evaluate whether they are helping women to obtain better employment.”¹ To meet this objective, the Council created a Job Training Task Force in 2001 to review the various job training and educational programs within state government, primarily the Department of Human Services – Families First Program. Upon review, the Task Force presented recommendations to the Commissioners and/or staff of the following departments: Human Services, Economic and Community Development and Labor and Workforce Development. Since that time, the Task Force has continued its analysis of job training programs, focusing on the “one-stop” Career Centers located throughout the state. The Task Force also tailored its research on high demand and nontraditional jobs for women. Below is a summary of the Task Force’s work on these issues. Recommendations follow this summary.

An Examination of Tennessee’s Career Centers

Members of the Task Force and the Tennessee Economic Council on Women visited or surveyed via email/fax every Comprehensive Career Center and Affiliate Site in the state.² In all, representatives from fifteen Career Centers were either visited or returned completed questionnaires via fax or email. Our survey includes feedback from Centers in West, Middle and East Tennessee, and from both rural and urban areas.

The Council finds women utilizing Career Centers across the state in greater percentages than men. One explanation for this, according to feedback from one LWIA³, is that women are being displaced at a greater rate by past and ongoing plant closings, particularly in areas where textile and apparel plants have traditionally had a strong presence. Career Center personnel interviewed or responding to our questionnaire were often unsure as to the actual number of women seeking services at Career Centers, as it was said on numerous occasions that those statistics were not kept by individual Career Centers. However, only two Centers in our survey estimated that less than 50% of participants are typically female, and in fact, two Center representatives stated that females comprise 85% of Center customers. Stated one Career Center employee, “There are more women than men” using Career Centers today.

When asked to describe the typical client, the responses varied. Many stated that their clients were predominately women. In the Upper Cumberland region, it appears that the typical client is female and has been dislocated due to plant closings (two respondents specifically mentioned

¹ TCA § 4-5-102

² A copy of this questionnaire can be found in Appendix D

³ Local Workforce Investment Area

NAFTA as reasons for this), possibly lacking basic skills, needing childcare and training, especially in those areas experiencing a shortage of well-paying jobs. However, when asked if Career Centers provide any programs specifically for women, the overwhelming responses were “no.” One Center representative, in fact, stated that they were not allowed to discriminate in that fashion. One Career Center refers women to other local agencies that may assist them in some fashion. Two mentioned the Displaced Homemakers services available.

True to the mandated objective, we found job placement to be the highest priority for Career Centers in Tennessee. Job training and additional education are options only if 1) the person has “barriers to employment” such as lack of a high school diploma, or 2) if the jobs available to the person do not provide a self sufficient wage. If this is found to be the case, a Career Counselor may inquire as to what occupation interests the client. Clients may be given a worksheet to assist in researching training providers and assessing additional information necessary in making an informed decision. Counselors in our survey viewed their roles as information providers. The direction of training or education taken by the client, on the other hand, is initiated by the client herself.

Career Center directors and counselors were frank in terms of barriers to employment. These appeared to be grouped in terms of 1) overall economic conditions of the area (i.e. lack of job opportunities), 2) facility and communication/information needs (computer upgrades, communication problems, lack of up-to-date information, building renovations, lack of adequate staff, funding and advertising) and 3) needs of the client (childcare, reliable transportation especially in the face of lengthy commutes for training and employment).

First, Career Center staff in areas of the state experiencing recent plant closings remarked that the lack of economic development severely limits options for Career Center clients. In these predominately rural areas, low wage or temporary jobs outnumber those providing self sufficient wages. In fact, eight of the fifteen Centers surveyed complained that there are “too few good paying jobs in the area,” that there lacks “business to support rural counties.” One respondent explained that there is a need for “more jobs in the area/county that pay a living wage.” Another respondent stated that “a number of job opportunities are available in the healthcare field but a limited number of training providers and/or training slots are available” in their particular LWIA and surrounding areas. In fact, more updated information on high demand occupations, or a more efficient database system, was felt to be necessary to adequately enable clients to make career decisions. Interestingly, it was noted on occasion that more women were seeking training in fields traditionally male dominated, such as automotive technology and truck driving.

Second, Career Center facility needs ranged from building repairs (one facility seeks to become more accessible to people with disabilities) to computer upgrades. Funding and staffing shortages varied. Personnel in one LWIA stated that there was no money for training. Another stated that each person who qualified would receive only \$500 per year, per person. Another county stated that they were receiving adequate funding due to their outstanding performance measures. One project coordinator explained that ongoing changes from the Department of Labor and Workforce Development proved difficult for staff to follow. Better communication channels were needed to alert staff to funding opportunities (such as in the case of the National Emergency Grant) and changes in policy. All Centers felt that they were performing well, whatever the circumstances. Still, a couple of Centers felt that better marketing and advertising, more funds, and an increase in staff would enable them to achieve even greater results.

Finally, childcare and transportation issues again surfaced as a major barrier to both training and employment for clients. Counselors and directors stressed the need for 24 hour, affordable, reliable childcare. Transportation may also inhibit some seeking training in rural areas. In some areas, the client seeking training must commute some distance to reach the approved training provider. Reliable transportation and recent gas price increases can be especially problematic in these cases.

In sum, we find Career Centers in our survey to be effectively achieving goals as mandated. Career Center counselors and directors were pleased to have the opportunity to express concerns in an effort to make Centers even more assessable and effective to Tennesseans.

Human Services, Families First and Training Opportunities for Tennessee Women

Tennessee's version of welfare reform differed somewhat from other programs in that it did contain "numerous services in support of work efforts for recipients and allows education and job training to count toward the program's work requirements as recipients prepare for employment and their transition to self sufficiency" (Rector and Hicks, 2003, pp. 1-2). As was the case under the former AFDC, the majority of Temporary Aid for Needy Families (TANF) recipients is female (95.7% in 2000). Thus, reform holds strong implications for women seeking to receive benefits for themselves and their children.

In February, 2000, Family Services Counseling was introduced as a means to provide support and aid to those individuals finding it difficult to complete work, education or training due to mental health issues, domestic violence, learning disabilities, and so forth. Completion bonuses were also introduced one month later as incentives for completion of educational and training programs. Research on these two additional components suggests that they do have positive effects (Rector & Hicks, citing Perkins & Homer; Ziegler, Ebert & Cope 2000) in some form or other.

Notable studies have been conducted to evaluate the effectiveness of the Families First approach to training and education. After the first two years of implementation, the overwhelming majority of job placements for Families First participants were in service occupations (44.10%) and clerical and sales occupations (27.97%); the average wage was determined to be \$5.67/hour ("Families First: Creating Opportunities for Families"). In 1997, a working Families First participant did not make wages sufficient to rise to the level of self sufficiency, working primarily in "secondary labor market jobs, defined ... as low pay, few benefits, high turnover, and little or no possibility for additional training or advancement" (Rector and Hicks, 2003, pg. 49). Review of research published in 1999 (BBER/CMS) found Families First participants averaging \$5.83/34.6 hour week. *Recommendations at that time suggested a need for additional education and job readiness activities.* There appears to be little change since that time and indeed may be worsening. As of June, 2004, the average monthly earnings of employed Families First participants is \$651.72, with an additional \$169.39 in cash benefits awarded to families by the State (DHS website). This calculates to \$5.13/hour based on a 40 hour week.

While noted that numerous studies have arrived at differing conclusions, a study conducted by the University of Tennessee College of Social Work, Office of Research and Public Service of

former welfare recipients (May 2003) found that “one half of those who leave Families First continue to fall below the federal poverty level” (pg. 50). It was also determined that many “Leavers,” as so referred to, “faced economic hardship” and “food deprivation” and were forced to seek “assistance to provide for their families” (pg. 50). In this study, 65.3% of prior welfare recipients were currently employed. Lack of child care continued to be a major barrier.

A national study released in 2001 (Hayot) finds that women leaving welfare may not be aware of, or encouraged, to consider training or employment in nontraditional occupations. Researchers have found that nontraditional jobs pay substantially more than traditional service sector jobs typically viewed as options for women. These jobs also tend to provide better benefits and are more likely to be unionized. Recommendations from this study include calls for increasing training opportunities in nontraditional fields, extending training time for women lacking basic skills, and making more information available for women and girls on careers in nontraditional fields. The chance of women achieving economic self sufficiency could increase as a result, particularly for those leaving the welfare system.

In Tennessee, approaches to training Families First participants differ from other individuals such as displaced workers who fall under the auspices of the Workforce Investment Act.⁶ There are separate performance measures for Families First; the program is geared toward low income individuals, with an emphasis on providing core services and alleviating barriers until training and employment are possible. Often the time to overcome such barriers is too great, and some individuals may need much preparation before entering a training program. Some Families First clients may have trouble accessing slots for training. Displaced workers are assisted in finding employment unless barriers prevent such (see above). In both instances, the emphasis lies in job placement. Funds for postsecondary education are no longer available, and individuals choosing this route are urged to apply for existing grants. According to the director of Family Assistance, Department of Human Services, increased educational opportunities, however, may be the key in enabling women to become economically self sufficient, but more data is needed. The director stressed that, regardless, women need to be made aware of the long term benefits of education.

Southern State Workforce Training Program Models

All 50 states have some sort of state-sponsored, partially- or fully-subsidized job training program. By administering or financially assisting companies that offer job training programs, states ensure that they offer a superior workforce that attracts potential new or expanding employers. Attracting quality employers is vital to the economic development of communities that benefit from the employment opportunities, tax revenues, and recognition that the company's presence offers.

The following descriptions outline the programs offered by Southern states in an effort to train and maintain a workforce of the highest quality and skill-level.⁷ Some states specify certain industries for eligibility, others require a certain minimum wage offered, and others have a quantity of job creation or retention minimum requirement. All programs are those offered to

⁶ Information from interview with Tennessee Department of Human Services Director of Family Assistance.

⁷ Source: Expansion Management Magazine:

http://www.expansionmanagement.com/smo/DocReserve/DocReserve_Content/Workforce.pdf

companies—not individuals—to improve a newly hired or changing workforce rather than train individuals unrelated to an employer. Best practices in other locations should be evaluated when considering the most effective program for Tennessee.

Summaries of other job training programs throughout the nation can be found in Appendix B.

Alabama Development Training Program (Alabama)

- Flexible job creation requirements
- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Program costs the employer nothing
- Eligible industries: Manufacturing, warehouse & distribution, services
- Flexible wage requirements

Customized Training Incentives (Arkansas)

- Must create full time jobs
- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Cost to employer is flexible and based on agreement
- Eligible industries: Basic industries
- Wage requirements vary

Quick Response Training Program (Florida)

- Job creation requirements—No minimum for new jobs; 10% minimum of existing workforce for expanding companies
- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Cost to employer is negotiable
- Eligible industries: Targeted industries
- Wage requirement is 115% of local or state wage

Incumbent Worker Training Program (Florida)

- Training for existing employees only
- Provides training programs for only expanding companies
- State program pays only direct training costs
- Cost to employer is negotiable
- Eligible industries: Targeted industries
- Wage requirements are flexible

Quick Start (Georgia)

- Must create full time, permanent jobs
- Provides training programs for both new and expanding companies
- Program costs the employer nothing
- Eligible industries: Manufacturing, services, warehouse & distribution
- Wage requirements are flexible

Cabinet for Economic Development, Bluegrass State Skills Corp. (Kentucky)

- Must create full-time jobs

- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Employer can receive up to 50% of training costs from the state
- Eligible industries: Manufacturing, distribution, headquarters, non-profit public hospitals
- Requires that employers offer a wage of at least \$8 an hour

Workforce Development and Training Program (Louisiana)

- Job creation requirements are flexible
- Provides training program for both new and expanding companies
- State program pays only direct training costs
- Costs to employer vary
- Eligible industries: Basic and targeted industries
- Wage requirements are variable

Workforce Education Program (Mississippi)

- No minimum job creation requirements
- Provides training programs for both new and expanding companies
- Funding does not cover wages of trainees
- Costs to the employer are negotiable
- Eligible industries: All industries except gaming
- No minimum wage requirements

Quality Jobs & Business Expansion Act (North Carolina)

- Must create a minimum of 5 full-time jobs
- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Costs to employer are flexible
- Eligible industries: Manufacturing, other industries
- Requires that employers pay a minimum of the average weekly wage of the county

Focused Industrial Training Program (North Carolina)

- Job creation requirements are determined on a case-by-case basis
- Provides training programs for both new and expanding companies
- State program pays for costs on a case-by-case basis
- Costs to employers vary
- Eligible industries: Manufacturing
- Wage requirements are not applicable

New and Expanding Industry Training Program (North Carolina)

- Must create 12 or more full time jobs
- Provides training programs for both new and expanding companies
- State program pays for costs on a case-by-case basis
- Costs to employers vary
- Eligible industries: Manufacturing and IT
- No minimum wage requirements

Center for Accelerated Technological Training (South Carolina)

- Must create full time jobs

- Provides training programs for both new and expanding companies
- State program pays for costs of direct training, recruitment, and assessment only
- Costs to employers are negotiable
- Eligible industries: Basic industries
- Wage requirements are flexible

Skills Development Fund (Texas)

- Must create permanent, full time or part time jobs
- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Program costs the employer nothing but does not include wages to trainees
- Eligible Industries: All
- Requires that wages meet or exceed prevailing local wages

Self sufficiency Fund (Texas)

- Must create permanent, full time or part time jobs
- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Program costs the employer nothing but does not include wages to trainees
- Eligible Industries: All
- Wage requirements are flexible

Localized Training (Texas)

- Must create permanent, full time or part time jobs
- Provides training programs for both new and expanding companies
- State program pays only direct training costs
- Program costs the employer nothing but does not include wages to trainees
- Eligible Industries: All
- Wage requirements are flexible

Workforce Services (Virginia)

- Must create full-time net new jobs
- Provides training programs for both new and expanding companies
- State program pays direct recruiting and training costs only
- Costs to employers are negotiable
- Eligible industries: Businesses that create basic employment
- Requires that employers pay a minimum wage of \$8 per hour plus benefits

Governors Guaranteed Workforce Program (West Virginia)

- Must create at least 10 new full-time jobs within 1 year for new companies; expanding companies have no job creation requirements
- Provides training programs for both new and expanding companies
- State program pays direct training costs up to \$1,000 per employee only
- Employer must pay training costs above \$1,000 per worker
- Eligible industries: Basic industries
- Wage requirements are flexible

Tennessee offers the Industrial Training Service program (run by the TN Department of Economic Development), outlined as follows:

- *Must create full time jobs*
- *Provides training programs for both new and expanding companies*
- *State program pays direct training costs only*
- *Costs to employer are negotiable*
- *Eligible industries: Basic industries*
- *Wage requirements are flexible*

Women Need Training In High Demand Jobs

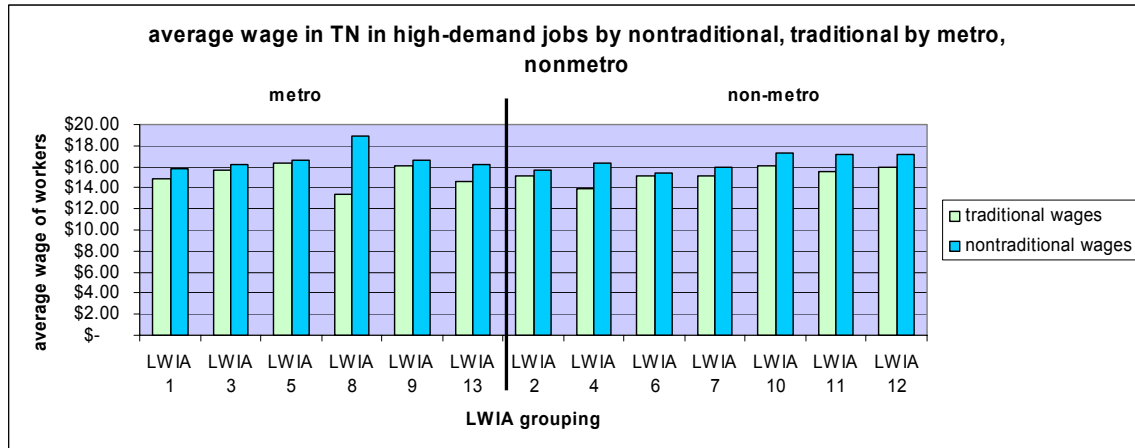
While training is available for most every job, it is important to encourage women to seek training in jobs that are high-demand in order to increase chances of finding employment for their new skills. The jobs that are in highest demand vary by region due to the industry and employee composition of the area. This report presents an examination of high-demand jobs by Local Workforce Investment Area (LWIA). Tennessee has 13 federally mandated LWIAs, each consisting of several counties regionally grouped.

In Tennessee, women currently hold 39.6% of all high-demand jobs and 46.4% of all jobs⁸. Although high-demand jobs tend to have higher wages (due to a supply shortage or an unfulfilled demand), 5.4% of women working high-demand jobs in Tennessee do not earn a self sufficient wage based on the area's self sufficiency requirements for a single parent, a preschooler, and a school-aged child. Therefore, if 5.4% of women in high-demand jobs do not earn a self sufficient wage, it is safe to assume that a much higher percentage of women in all jobs do not earn enough money to provide for self sufficiency according to calculated self sufficiency requirements. In fact, in every LWIA, women's average hourly wages are below the self sufficiency wage requirements.

High demand jobs include both traditional jobs (jobs in which women compose 25% or more of the work force) and nontraditional jobs (jobs in which women compose less than 25% of the work force). In each LWIA, the average wages of high-demand traditional jobs are lower than the average wages of high-demand nontraditional jobs.⁹ In Tennessee, on average, traditional jobs pay \$1.02 less in hourly wages than nontraditional jobs in the state. This leads us to recommend that women in Tennessee pursuing job training in a high-demand job consider nontraditional jobs.

⁸ Extrapolated data from Census 2000, Summary File 4, PCT86, Sex by Occupation and *Tennessee Job Outlook 2000-2010*, Tennessee Department of Labor and Workforce Development

⁹ The LWIA grouping with the most substantial and striking difference between nontraditional and traditional high-demand job average wages is LWIA 8.



Job training for high-demand jobs is available for women throughout Tennessee. Many programs require 2 years or less of specialized training through classes (day or night), apprenticeships, internet courses, union-administered training, Technology Centers, Community Colleges, non-profit or community organizations, and employer-offered on-the-job training (often government-subsidized). For example, certification to be a licensed practical nurse (LPN) requires only 2 years of post-high school training; certification to be a registered nurse (RN) requires 2 years beyond that of an LPN. Technology Centers in Tennessee offer courses and certificate opportunities in mechanics, engineering, computer science, and precision craft and repair. Culinary management and food preparation training programs are available at various Community Colleges and Technology Centers in the state; law enforcement and fire fighting occupation-seekers can be recruited and trained by local departments.

Job training is widely available in high-demand jobs. We recommend that women seek training in high-demand jobs (those most likely to offer employment) that offer a self sufficient wage, even if these involve nontraditional occupations.

Women and Nontraditional Jobs

A nontraditional job for women is defined by the Census Bureau as a job in which women compose less than 25% of the work force. These jobs include plumbing, truck mechanics, fire fighting, and electrical work. Although traditionally these jobs have been filled by men, women do not lack the physical or mental strength to become successful in these fields. Women have often performed heavy, physical labor both in and out of the work force. Women who enjoy hard work, working with their hands, and seeing accomplishments first-hand can enjoy nontraditional jobs.

Because of the high skill level required for many nontraditional jobs, job training is almost always required. Women must be encouraged to pursue training despite the common myth that certain jobs are “men’s jobs” simply because they have most often been performed by men. Training for nontraditional jobs is available through Apprenticeships, Technology Centers, and other means. We urge training providers to encourage women to enter training programs in nontraditional jobs that provide a self sufficient wage and are in high-demand. A list of such jobs that pay a living wage and are in high-demand in Tennessee can be found in Appendix A.

LWIA	Average Wages for Traditional Jobs Held by Women	Average Wages for Nontraditional Jobs Held by Women	Percent Difference of Wages for Traditional and Nontraditional Jobs (%)
LWIA 8	\$13.39	\$18.90	41.15%
LWIA 4	\$13.96	\$16.36	17.19%
LWIA 13	\$14.58	\$16.19	11.04%
LWIA 11	\$15.52	\$17.11	10.24%
LWIA 10	\$16.06	\$17.29	7.66%
LWIA 12	\$15.99	\$17.12	7.07%
LWIA 1	\$14.88	\$15.83	6.38%
LWIA 7	\$15.12	\$15.94	5.42%
LWIA 2	\$15.11	\$15.69	3.84%
LWIA 9	\$16.07	\$16.65	3.61%
LWIA 3	\$15.66	\$16.22	3.58%
LWIA 6	\$15.14	\$15.41	1.78%
LWIA 5	\$16.39	\$16.57	1.10%

Key:

nonmetro
metro

In Tennessee, certain occupational fields containing high-demand jobs with very good or excellent outlooks that are deemed nontraditional have average wages considerably higher than traditional high-demand jobs in the same occupational grouping. The average wages for high-demand, nontraditional jobs are 6.69% and over \$1.00 greater than the average for high-demand, traditional jobs in Tennessee. This wage disparity is especially profound for jobs in service sectors, precision production, craft, and repair jobs, and administrative support occupations.

Although average wages of traditional and nontraditional high-demand jobs vary across the state, in every LWIA grouping nontraditional job average wages are higher than traditional job average wages. In service jobs (police, fire fighters, etc.), nontraditional jobs receive an average of 43.36% more money in hourly wages than traditional jobs. In precision, production, craft, and repair occupations (maintenance and repair workers, electricians, construction and building inspectors, etc.), nontraditional average wages lead traditional average wages by 13.4%. In administrative support occupations (computer support specialists, medical records and health information technicians, legal secretaries, etc.), the difference is 20.31% greater for nontraditional jobs.

The wage difference between nontraditional and traditional jobs is most pronounced in metropolitan areas. Thus, we especially encourage women seeking job training in metropolitan

areas to consider pursuing training in a nontraditional occupation, as nontraditional high-demand jobs have an average of 11.14% higher wages than traditional high-demand jobs in metropolitan areas. In non-metropolitan areas the average wage difference between nontraditional and traditional high-demand jobs is 7.0% in favor of nontraditional jobs.

When observing average percentages of women in high-demand jobs by occupational groupings (occupational groupings according to the occupational classification system manual of the Bureau of Labor Statistics), one entire occupational grouping proves to be nontraditional. The precision, production, craft, and repair occupations (Category E) are thus those in which women are most significantly underrepresented. Interestingly, the high-demand jobs in Category E receive on average a higher wage than the average wage of all high-demand jobs in Tennessee by over \$0.30 per hour. The average wage for high-demand jobs in occupational Category E is surpassed only by professional, technical, and related occupations (Category A) and executive, administrative, and managerial occupations (Category B), categories generally requiring more education than the others.

Women who are seeking job training for employment should therefore seek training in a nontraditional job, especially one in the precision, production, craft, and repair occupations (Category E). Nontraditional jobs in Categories C, (Sales Occupations), D (Administrative Support Occupations), and K (Service Occupations) provide higher average wages and are in high-demand, making employment with trained skills more likely. A number of programs provide nontraditional job training for women and encourage women to enter these fields in an attempt to empower women economically in jobs they may not initially consider. Having these marketable skills provides better benefits, higher wages, job satisfaction, employment choices, and opportunities for advancement.

The Connecticut Permanent Commission on the Status of Women compiled a model resource guide booklet in 2001 and has hosted conferences/workshops for women interested in nontraditional job training. This ideal program in Connecticut will be of use as the Tennessee Economic Council on Women seeks to provide Tennessee women with similar information on what nontraditional jobs are, how women can seek training programs and employment, and resources concerning issues such as sexual harassment that may arise in male-dominated occupations.¹⁰

Through one of many grants under the Women in Apprenticeship and Nontraditional Occupations Act (WANTO) from the Department of Labor's Women's Bureau and Bureau of Apprenticeship and Training, Wider Opportunities for Women (WOW) created the nation-wide Workplace Solutions Project. The Project provides resources for employers and unions to encourage and facilitate the recruitment and retention of women in nontraditional jobs through providing resources and services to human resources directors, employee recruiters, union officers, and employer associations. Such programs are imperative to promote women in nontraditional jobs through proper information and resources.

¹⁰ More information on their report is available at www.cga.ct.gov/pcsw.

“It wouldn’t be nontraditional if you had more women doing it”: A discussion about job training in Tennessee at the First Economic Summit for Women

Nontraditional jobs provide an exciting frontier of higher wages and expanded job opportunities for women to explore. The Council sought to raise awareness about model job training programs for women by organizing a job training session at the Council’s December 3, 2004 Economic Summit for Women. During that session, women in nontraditional jobs spoke of the challenges and rewards of being a woman in a nontraditional field. The panel consisted of Moderator Delores Crockett (regional administrator, U.S. Department of Labor/Women’s Bureau) and speakers Melody Crockett (manager, Product Life-Cycle-Supply Chain Management Implementation at Visteon Glass Operations) and R. Lynn Taylor (residential designer, Taylor Made Plans). Dr. Lachelle Norris served to review the work being done on this topic by the Tennessee Economic Council on Women.

Ms. Crockett opened the session and reviewed her work with the Women’s Bureau (Department of Labor) and with programs geared toward helping women advance in the workplace, acquire training, and become familiar with their rights on the job. One such program, Women in Apprenticeship and Nontraditional Occupations Act (WANTO) was discussed as relevant to the session. Ms. Crockett spoke on her experience with programs designed to set structure for training, examples of this being one with a Tennessee YMCA and one with the Florida Commission on Women. In addition, she stressed how important it is for women to have mentors in the nontraditional fields, because she believes that women “can’t be what [they] haven’t seen.”

Ms. Taylor discussed her background in the building/architecture field. She told of how her mentors growing up were her father and uncles who worked in construction, and how exposure to these careers was a factor in her choice of occupations. She spoke of training programs offered by Nashville Tech (which she attended) and that education/training at similar Tennessee Technology schools and community colleges could provide avenues for women to be residential designers. She stressed that a four year degree was not necessary. It was important, she believed, to be driven, to like what you do and that any woman could be successful as a result. She also suggested that parents be comfortable with daughters having “male” toys. She again spoke of how male mentors in her life had been quite instrumental in her career.

Ms. Dowell also discussed her occupation and how she came to her present career in the automotive industry. She discussed three factors that had impacted her life. Her mother was instrumental in stressing to her that even a person seen as “different” could be successful. Ms. Dowell saw her difference as a “springboard” to her ambitions. She stressed an inner desire and discussed how her fascination with how things worked had led her to explore the world of engineering. Finally, she discussed the importance of making good educational choices in grade school and high school. She had worked with teachers who had made a difference in her education and subsequent career. She discovered the power of the pen, but wanted more challenge in furthering her engineering background. Thus, her career in the automotive industry.

Dr. Norris presented a packet of information containing the draft of the job training report and data analyzed by TECW regarding high demand, high wage occupations, most of which are nontraditional occupations for women. She stressed the hope that individuals present at this session would agree to meet later to organize an interest group to continue work on this topic

with the Council. She stated that future work could serve to assist in making more women in the state economically self sufficient.

The panel's closing remarks reiterated the importance of urging women toward nontraditional occupations. Panelists stressed that there is a "win/win" situation when women are present in the workforce, particularly in nontraditional fields. When women are present, companies profit. The panel was also passionate that women become more aware of occupations in nontraditional fields, and that educational systems make strides to inform women as to opportunities in these fields. For women scared of these occupations due to the math and science requirements, the panel advised "just because you don't like math and science, get over it!" Women are more than capable of success in nontraditional occupations.

In addition to organizing an interest group, next steps included construction of a "how to manual" for women seeking information and guidance regarding nontraditional occupations. Another suggestion involved the development of an E-Mentoring program (similar to the GEM-SET program) that could allow women in nontraditional careers to mentor other women online. It was agreed that more ideas would emerge as more people became involved in the interest group in the future.

Recommendations

The Tennessee Economic Council on Women Job Training Task Force makes the following recommendations:

Area 1: Better Communication and Information System for Those Providing Information to Women Regarding Job Training Options. Increase Efforts to Target and Educate Women as to their Job Training Options.

Based upon the feedback gathered from Career Center personnel, there is room for improvement in regard to communication and information systems. Changes should seek to improve how information is relayed from state offices to local Center personnel. Communication *among* Career Center personnel could also be beneficial, and could promote the sharing of ideas and resources. We recommend developing an improved communication system so that announcements of regulation changes, grant announcements, best practices, etc. may take place in a timely and efficient manner. We suggest possible managed list serves, message boards, or online forums as ways to achieve this purpose.

Given the importance of education and training in enabling women to become economically self sufficient, we strongly urge increased efforts in targeting, informing, educating, and enabling women as to their training and education options. The Workplace Solutions Project discussed earlier in this report is one example of how women may be encouraged, recruited and retained in nontraditional jobs through providing resources and services to human resources directors, employee recruiters, union officers, and employer associations. We also advocate the development of material designed to educate women and girls as to what options are available to them regarding training. The data on high demand/self sufficient wages by Tennessee LWIA and found in the appendices of this report can be updated regularly and distributed as a resource for Career Center Counselors and others. Tennessee Economic Council on Women research

analysts have also created a prototype information flyer: *The Job Training Resource Guide for Tennessee Women* (see Appendix C). We urge this flyer be distributed statewide to all Career Center counselors and others charged with informing women of job training and career options.

Program models in other locales should continually be monitored, analyzed and considered when developing the most effective program for Tennessee training programs.

Area 2: Evaluate Career Center Facility Needs

Career Center facility needs varied widely and included such items as buildings in need of repair, buildings in need of updates or rehabilitation, computer upgrades, and overall funding and staffing shortages. Career Centers should be surveyed regularly to more accurately assess such needs and rectify the situation.

Continue to aggressively market and advertise the services offered at Career Centers.

Area 3: Address Barriers to Women's Economic Self Sufficiency

Barriers continue to be problematic for women seeking training and education. Reliable transportation, long commutes and increased gasoline prices have proved difficult for many individuals, particularly those in rural areas. We recommend a review of the locations of Career Centers and affiliates. We also recommend an evaluation of the location of available, certified training providers, particularly those providing training in high demand occupations. Efforts to locate such training providers in isolated areas where none currently exist can assist women in completing programs for occupations paying self sufficient wages. Online training programs are expanding and should also be considered when training options are discussed.

We recognize the continued need for on-site child care centers, both at training facilities and in the workplace.

We urge continued economic development geared toward attracting employers to Tennessee who will offer self sufficient wages. This can be made easier with a well prepared, highly trained workforce.

Area 4: Make Women Aware of Nontraditional Occupations and Encourage Women to Enter Predominately Male Dominated Fields.

Women must be encouraged to pursue training despite the common myth that certain jobs are “men’s jobs” simply because they are most often filled by men. Based on our findings, women make up the majority of Career Center and Families First clients, and yet many women are not aware of their options when it comes to considering nontraditional careers. Women may not know such jobs exist, what such jobs entail, nor do they know what training is required, or what wages such jobs typically pay. Again, we urge the wide scale distribution of the *TECW Job Training Resource Guide for Tennessee Women* and development of additional resource materials and manuals.

We also stress the need to reach women and girls early in their education, making them aware of nontraditional occupations while changing stereotypes and perceptions about what jobs are “appropriate” for women.

Based upon the success of the nontraditional jobs session held during the Tennessee Economic Summit for Women, we also propose the following:

- Support and further develop the broad-based, statewide “Women in Nontraditional Occupations” interest group, conceived of and initiated at the Summit. This diverse group of concerned women and men from around the state can play a pivotal role in making women aware of career options in nontraditional fields. The group can also serve as a liaison to the TECW, providing direction and information to the TECW, and subsequently to the Governor and Legislature.
- Host a Nontraditional Conference for Women based upon the Connecticut model.
- Develop a support and information system for women seeking nontraditional job training and career development through post secondary higher education institutions (THEC). An online mentoring program based upon the GEM-SET model could be developed with the assistance of the U.S. Department of Labor, Women’s Bureau.
- Continue to conduct research as to the experiences, barriers, and needs of women currently working in nontraditional occupations.
- Continue to review and incorporate other approaches to enhance Tennessee programs. Best practices in other locations should be evaluated when considering the most effective programs for Tennessee.

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Tennessee Higher Education Commission, Training Providers (<http://www.ja.state.tn.us/thec/cbjt/index.jsp>)

Tennessee Higher Education Commission (<http://www.state.tn.us/thec/index.html>)

APPENDIX A

Tennessee Economic Council on Women
High Demand Jobs for LWIA 1
(Sullivan, Johnson, Washington, Carter, Unicoi)

* Highlighted wages signify that the occupation does not meet established Unicoi County self-sufficiency guidelines for a provider and two children.

LWIA 1 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurse	\$22.25	Excellent	93.9%
Radiologic Technologists and Technicians	\$22.16	Very Good	80.3%
Electrical Power Line Installers & Repairers	\$19.19	Excellent	4.9%
Electricians	\$18.38	Excellent	1.4%
First-Line Supervisors/Managers of Office & Admin Support	\$17.67	Very Good	54.0%
Plumbers, Pipefitters, and Steamfitters	\$17.54	Very Good	0.0%
Computer Support Specialist	\$17.09	Excellent	25.3%
Millwrights	\$17.06	Very Good	3.7%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	14.5%
Respiratory Therapists	\$15.70	Excellent	76.2%
Food Service Managers	\$15.59	Very Good	51.6%
Office Machine Repairers	\$15.38	Very Good	3.7%
Structural Iron and Steel Workers	\$15.34	Very Good	2.7%
Machinists	\$15.28	Very Good	4.9%
Bus and Truck Mechanics and Diesel Engine Specialist	\$15.13	Very Good	3.7%
First-Line Supervisors/Managers of Retail Sales	\$15.04	Very Good	52.9%
Fire Fighters	\$14.80	Excellent	2.9%
Water & Liquid Waste Treatment Plant Systems Operators	\$14.61	Excellent	33.8%
Maintenance & Repair Workers	\$14.51	Very Good	3.7%
Carpenters	\$13.98	Very Good	1.7%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	76.2%
Welders, Cutters, Solderers and Brazers	\$13.55	Excellent	33.8%
Security & Fire Alarm Systems Installers	\$13.37	Excellent	4.9%
Medical Transcriptionist	\$12.08	Very Good	84.9%
Chefs, Head Cooks	\$12.03	Very Good	51.6%
First-Line Supervisors/Managers of Food Preparation & Serving Workers	\$11.59	Very Good	51.6%
Medical Records and Health Information Technicians	\$11.30	Excellent	80.8%
Cooks, Restaurant	\$8.72	Very Good	60.0%
LWIA 1 Average of all high demanding jobs			34.3%
Tennessee State Average			40.5%

LWIA 1	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Johnson	\$5.84	\$8.56	\$10.39	\$13.78	\$6.61 per adult
Washington	\$6.65	\$10.69	\$13.80	\$17.51	\$8.01 per adult
Carter	\$6.34	\$9.73	\$12.10	\$15.95	\$7.47 per adult
Unicoi	\$6.66	\$10.28	\$12.80	\$18.12	\$8.52 per adult
Average:	\$6.37	\$9.82	\$12.27	\$16.34	\$7.65 per adult

Tennessee Economic Council on Women

High Demand Jobs for LWIA 2

(Claiborne, Cocke, Grainger, Greene, Hamblen, Hancock, Hawkins, Jefferson, Sevier, Union)

*Highlighted wages signify that the occupation does not meet established Union County self-sufficiency guidelines for a provider and two children

LWIA 2 HIGH DEMAND JOBS

OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women In Jobs
Transportation, Storage, and Distribution Managers	\$27.25	Very Good	1.3%
Registered Nurses	\$22.25	Excellent	76.1%
Electricians	\$18.38	Excellent	67.9%
First-Line Supervisors/Managers of Office and Administrative Support Workers	\$17.67	Very Good	2.2%
Plumbers, Pipefitters, and Steamfitters	\$17.54	Very Good	9.8%
Computer Support Specialists	\$17.09	Excellent	75.8%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	93.7%
Food Service Managers	\$15.59	Very Good	38.5%
Machinists	\$15.28	Very Good	31.7%
Bus and Truck Mechanics & Diesel Engine Specialists	\$15.13	Very Good	3.4%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	38.5%
Fire Fighters	\$14.80	Excellent	67.8%
Water and Liquid Treatment Plant & System Operators	\$14.61	Excellent	62.8%
Maintenance and Repair Workers, General	\$14.51	Very Good	28.0%
Legal Secretaries	\$14.47	Very Good	3.4%
Carpenters	\$13.98	Very Good	32.7%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	75.8%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	38.5%
Computer-Controlled Machine Tool Operators	\$13.20	Very Good	38.5%
First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$11.59	Very Good	2.8%
New Accounts Clerks	\$11.33	Very Good	1.5%
Furniture Finishers	\$10.52	Very Good	15.1%
Cooks, Restaurant	\$8.72	Very Good	38.5%
LWIA 2 High Demanding Jobs Average			36.6%
Tennessee Average			40.5%

LWIA 2	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Claiborne	\$5.90	\$8.42	\$10.05	\$13.58	\$6.71 per adult
Cocke	\$5.70	\$8.71	\$11.12	\$15.90	\$7.52 per adult
Grainger	\$5.91	\$7.97	\$9.53	\$13.07	\$6.55 per adult
Greene	\$5.81	\$8.72	\$10.77	\$15.32	\$7.24 per adult
Hamblen	\$5.91	\$9.44	\$11.84	\$16.44	\$7.77 per adult
Hancock	\$5.82	\$8.30	\$9.94	\$14.02	\$6.95 per adult
Hawkins	\$7.01	\$10.61	\$12.65	\$16.87	\$8.01 per adult
Jefferson	\$5.80	\$8.82	\$10.89	\$15.39	\$7.34 per adult
Sevier	\$6.55	\$10.29	\$13.12	\$17.36	\$8.01 per adult
Union	\$6.54	\$9.98	\$12.53	\$17.26	\$8.05 per adult
Average:	\$6.10	\$9.13	\$11.24	\$15.52	\$7.41 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 3
Knox County

*Highlighted wages signify that the occupation does not meet established by Knox Co. self-sufficiently guidelines for a provider and two children.

LWIA 3 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent Of Women in Jobs
First-Line Supervisors/Managers of Non-Retail Sales Workers	\$ 22.55	Very good	35.1%
Registered Nurses	\$ 22.25	Excellent	88.0%
Claims Adjusters, Examiners, and Investigators	\$ 22.18	Very good	40.4%
Radiologic Technologists and Technicians	\$ 22.16	Very good	78.3%
Medical and Clinical Laboratory Technicians	\$ 19.34	Very good	78.3%
Brickmasons and Blockmasons	\$ 18.43	Very good	2.8%
Electricians	\$ 18.38	Excellent	1.1%
First-Line Supervisors/Managers of Office & Administrative Support Workers	\$ 17.67	Very good	35.1%
Plumbers, Pipefitters, and Steamfitters	\$ 17.54	Very good	5.2%
Computer Support Specialists	\$ 17.09	Excellent	26.8%
Police and Sheriff's Patrol Officers	\$ 15.85	Excellent	17.1%
Mobile Heavy Equipment Mechanics, Except Engines	\$ 15.65	Very good	4.0%
Food Service Managers	\$ 15.59	Very good	48.8%
Machinists	\$ 15.28	Very good	33.2%
Bus and Truck Mechanics and Diesel Engine Specialists	\$ 15.13	Very good	4.0%
First-Line Supervisors/Managers of Retail Sales Workers	\$ 15.04	Very good	35.1%
Fire Fighters	\$ 14.80	Excellent	3.4%
Maintenance and Repair Workers, General	\$ 14.51	Very good	33.2%
Carpenters	\$ 13.98	Very good	1.9%
Licensed Practical and Licensed Vocational Nurses	\$ 13.83	Excellent	43.3%
Welders, Cutters, Soldereres, and Brazers	\$ 13.55	Excellent	33.2%
Medical Secretaries	\$ 12.09	Very good	74.8%
Chefs and Head Cooks	\$ 12.03	Very good	37.6%
First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$ 11.59	Very good	48.8%
Medical Records and Health Information Technicians	\$ 11.30	Excellent	86.6%
Cabinetmakers and Bench Carpenters	\$ 10.77	Very good	33.2%
Cooks, Restaurant	\$ 8.72	Very good	37.6%
LWIA 3 High Demanding Jobs Average			35.8%
Tennessee State Average			40.50%

LWIA 3	SELF-SUFFICIENCY WAGES (HOURLY)				
County	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Knox	\$6.84	\$10.94	\$14.11	\$18.59	\$8.45 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 4
(Anderson, Blount, Campbell, Cumberland, Loudon, Monroe, Morgan, Roane, Scott)

*Highlighted wages signify that the occupation does not meet established Cumberland County self-sufficiency guidelines for a provider and two children.

LWIA 4 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	93.0%
Electrical Power-Line Installers and Repairers	\$19.19	Excellent	4.4%
Electricians	\$18.38	Excellent	4.7%
First-Line Supervisors/Managers of Office & Administrative Support Workers	\$17.67	Very Good	38.2%
Plumbers, Pipefitters and Steamfitters	\$17.54	Very Good	1.9%
Industrial Machinery Mechanics	\$17.49	Very Good	4.4%
Computer Support Specialists	\$17.09	Excellent	24.5%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	14.7%
Food Service Managers	\$15.59	Very Good	58.2%
Machinists	\$15.28	Very Good	36.6%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	38.2%
Fire Fighters	\$14.80	Excellent	0.5%
Water and Liquid Waste Treatment Plant and System Operators	\$14.61	Excellent	36.6%
Maintenance and Repair Workers, General	\$14.51	Very Good	36.6%
Carpenters	\$13.98	Very Good	3.0%
Licensed Practical and Vocational Nurses	\$13.83	Excellent	31.0%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	36.6%
Self-Enrichment Education Teachers	\$13.10	Excellent	92.1%
Glaziers	\$12.89	Very Good	3.3%
Medical and Clinical Laboratory Technicians	\$12.66	Very Good	82.8%
Medical Secretaries	\$12.09	Very Good	76.8%
Medical Transcriptionists	\$12.08	Very Good	90.4%
Travel Agents	\$11.87	Excellent	81.6%
First-Line Supervisors/Mngrs of Food Preparation and Serving Workers	\$11.59	Very Good	58.2%
Medical Records and Health Information Technicians	\$11.30	Excellent	96.0%
Upholsterers	\$10.22	Very Good	36.6%
LWIA 4 High Demand Jobs Average			41.6%
Tennessee State Average			40.5%

LWIA 4	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Anderson	\$6.76	\$10.67	\$13.66	\$18.19	\$8.32 per adult
Blount	\$6.86	\$11.40	\$14.80	\$18.92	\$8.52 per adult
Campbell	\$5.80	\$8.33	\$10.48	\$15.38	\$7.26 per adult
Cumberland	\$5.92	\$9.00	\$10.83	\$15.45	\$7.26 per adult
Loudon	\$6.44	\$10.10	\$13.03	\$17.62	\$8.10 per adult
Monroe	\$5.89	\$9.07	\$11.28	\$15.58	\$7.35 per adult
Morgan	\$5.89	\$8.97	\$10.85	\$14.85	\$7.08 per adult
Roane	\$5.80	\$8.71	\$10.85	\$14.74	\$6.82 per adult
Scott	\$5.80	\$8.12	\$9.87	\$13.42	\$6.54 per adult
Average:	\$6.13	\$9.37	\$11.74	\$16.02	\$7.47 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 5
(Bledsoe, Bradley, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie)

*Highlighted wages signify that the occupation does not meet established Marion County self-sufficiently guideline for a provider and two children.

LWIA 5 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	92.0%
Claims Adjusters, Examiners and Investigators	\$22.18	Very Good	98.9%
Radiologic Technologists and Technicians	\$22.16	Very Good	87.5%
Medical and Clinical Laboratory Technicians	\$19.34	Very Good	87.5%
Electrical Power-Line Installers and Repairers	\$19.19	Excellent	4.1%
Boilermakers	\$18.88	Very Good	4.4%
Brickmasons and Blockmasons	\$18.43	Very Good	4.4%
Electricians	\$18.38	Excellent	6.1%
First-Line Supervisors/Mngrs., Office & Administrative Support Workers	\$17.67	Very Good	40.7%
Plumbers, Pipe Fitters and Steam Fitters	\$17.54	Very Good	38.9%
Industrial Machinery Mechanics	\$17.49	Very Good	4.1%
Computer Support Specialist	\$17.09	Excellent	29.0%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	10.9%
Mobile Heavy Equipment Mechanics, Except Engines	\$15.65	Very Good	4.1%
Food Service Managers	\$15.59	Very Good	56.1%
Machinists	\$15.28	Very Good	38.9%
Bus and Truck Mechanics and Diesel Engine Specialists	\$15.13	Very Good	4.1%
Fire Fighters	\$14.80	Excellent	0.0%
Maintenance and Repair Workers, General	\$14.51	Very Good	4.4%
Legal Secretaries	\$14.47	Very Good	98.9%
Carpenters	\$13.98	Very Good	4.1%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	75.3%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	30.9%
Self-Enrichment Education Teachers	\$13.10	Excellent	56.5%
First-Line Supervisors/Mngrs., Food Preparation and Serving Workers	\$11.59	Very Good	56.1%
Upholsterers	\$10.22	Very Good	38.9%
LWIA 5 High Demanding Jobs Average			38.6%
Tennessee State Average			40.5%

LWIA 5	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Bledsoe	\$5.89	\$8.77	\$10.52	\$15.50	\$7.54 per adult
Bradley	\$5.99	\$9.85	\$12.95	\$16.91	\$7.70 per adult
Hamilton	\$7.37	\$11.71	\$14.49	\$18.68	\$8.67 per adult
Marion	\$7.01	\$10.52	\$12.66	\$16.39	\$7.82 per adult
McMinn	\$5.89	\$8.91	\$10.83	\$15.15	\$7.19 per adult
Meigs	\$5.65	\$8.84	\$11.01	\$15.81	\$7.58 per adult
Polk	\$5.66	\$8.39	\$10.31	\$14.90	\$7.21 per adult
Rhea	\$5.81	\$8.31	\$10.20	\$14.40	\$6.98 per adult
Sequatchie	\$5.89	\$8.82	\$10.29	\$14.77	\$7.31 per adult
Average	\$6.90	\$10.51	\$12.90	\$17.81	\$8.50 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 6
(Bedford, Coffee, Franklin, Grundy, Lincoln, Moore, Warren)

*Highlighted wages signify that the occupation does not meet established Bedford County self-sufficiently guidelines for a provider and two children.

LWIA 6 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	93.5%
Electricians	\$18.38	Excellent	1.9%
First-Line Supervisors/Mngrs., Office & Administrative Support Workers	\$17.67	Very Good	30.8%
Plumbers, Pipefitters, and Steamfitters	\$17.54	Very Good	39.1%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	12.3%
Structural Iron and Steel Workers	\$15.34	Very Good	39.1%
Machinists	\$15.28	Very Good	39.1%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	30.8%
Maintenance and Repair Workers, General	\$14.51	Very Good	39.1%
Legal Secretaries	\$14.47	Very Good	98.3%
Carpenters	\$13.98	Very Good	4.4%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	23.4%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	39.1%
Self-Enrichment Education Teachers	\$13.10	Excellent	67.8%
Cooks, Institution and Cafeteria	\$7.76	Very Good	64.0%
LWIA 6 High Demanding Jobs Average			41.5%
Tennessee State Average			40.5%

LWIA 6	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Bedford	\$6.14	\$9.00	\$10.65	\$15.28	\$7.54 per adult
Coffee	\$6.38	\$9.00	\$10.92	\$15.30	\$7.08 per adult
Franklin	\$5.89	\$8.63	\$10.31	\$14.47	\$6.92 per adult
Grundy	\$5.89	\$8.82	\$10.58	\$15.23	\$7.35 per adult
Lincoln	\$5.90	\$8.98	\$10.86	\$14.95	\$7.17 per adult
Moore	\$5.66	\$8.77	\$11.27	\$15.95	\$7.51 per adult
Warren	\$5.88	\$9.18	\$11.24	\$15.49	\$7.43 per adult
Average	\$5.96	\$8.90	\$10.83	\$15.23	\$7.28 per adult

Tennessee Economic Council on Women

High Demand Jobs for LWIA 7

(Cannon, Clay, DeKalb, Fentress, Jackson, Macon, Overton, Pickett, Putnam, Smith, Van-Buren, White)

*Highlighted wages signify that the occupation does not meet established Putnam County self-sufficiently guidelines for a provider and two children.

LWIA 7 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	94.9%
Electricians	\$18.38	Excellent	0.6%
First-Line Suprvsrs./Mngrs., Office & Admin. Support Workers	\$17.67	Very Good	29.2%
Construction and Building Inspectors	\$17.62	Excellent	29.2%
Industrial Machinery Mechanics	\$17.49	Very Good	5.8%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	12.2%
Food Service Managers	\$15.59	Very Good	68.2%
Machinists	\$15.28	Very Good	44.8%
Bus and Truck Mechanics and Diesel Engine Specialists	\$15.13	Very Good	6.1%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	29.2%
Fire Fighters	\$14.80	Excellent	0.9%
Maintenance and Repair Workers, General	\$14.51	Very Good	44.8%
Legal Secretaries	\$14.47	Very Good	96.7%
Carpenters	\$13.98	Very Good	0.9%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	80.0%
Medical Records and Health Information Technicians	\$11.30	Excellent	90.6%
Cooks, Restaurant	\$8.72	Very Good	73.1%
LWIA 7 High Demanding Jobs Average			41.6%
Tennessee State Average			40.5%

LWIA 7	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Cannon	\$5.87	\$8.54	\$10.20	\$14.22	\$6.96 per adult
Clay	\$5.68	\$7.63	\$9.04	\$11.99	\$6.09 per adult
DeKalb	\$5.87	\$8.48	\$10.17	\$13.96	\$6.83 per adult
Fentress	\$5.91	\$8.48	\$10.08	\$13.08	\$6.46 per adult
Jackson	\$5.68	\$7.78	\$9.41	\$12.42	\$6.15 per adult
Macon	\$5.87	\$8.24	\$9.86	\$13.56	\$6.71 per adult
Overton	\$5.91	\$8.11	\$9.62	\$12.73	\$6.32 per adult
Pickett	\$5.68	\$8.67	\$10.53	\$14.19	\$6.86 per adult
Putnam	\$6.04	\$9.26	\$11.32	\$15.66	\$7.30 per adult
Smith	\$5.65	\$8.39	\$10.32	\$14.48	\$7.00 per adult
VanBuren	\$5.68	\$7.65	\$9.08	\$12.17	\$6.18 per adult
White	\$5.67	\$8.41	\$10.25	\$13.52	\$6.58 per adult
Average	\$5.79	\$8.30	\$9.99	\$13.50	\$6.62 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 8
(Cheatham, Dickson, Houston, Humphreys, Montgomery, Robertson, Stewart, Sumner, Williamson)

*Highlighted wages signify that the occupation does not meet established Montgomery County self-sufficiently guidelines for a provider and two children.

LWIA 8 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
First-line Supervisors/Managers of Police and Detectives	\$21.67	Excellent	14.9%
Electrical Power-Line Installers and Repairers	\$19.19	Excellent	4.1%
Computer Support Specialists	\$17.09	Excellent	32.8%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	14.9%
Respiratory Therapists	\$15.70	Excellent	78.0%
Numerical Tool and Process Control Programmers	\$14.88	Very Good	32.8%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	78.0%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	32.7%
Medical Transcriptionists	\$12.08	Very Good	90.7%
Medical Records and Health Information Technicians	\$11.30	Excellent	90.7%
Cooks, Restaurant	\$8.72	Very Good	63.2%
LWIA 8 High Demanding Jobs Average			48.4%
Tennessee State Average			40.5%

LWIA 8	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Cheatham	\$7.97	\$12.84	\$15.81	\$19.95	\$8.80 per adult
Dickson	\$7.98	\$12.35	\$14.37	\$18.86	\$8.61 per adult
Houston	\$5.88	\$8.72	\$10.53	\$14.33	\$6.89 per adult
Humphreys	\$5.99	\$8.82	\$10.72	\$14.92	\$7.11 per adult
Montgomery	\$6.89	\$10.26	\$12.64	\$17.34	\$8.08 per adult
Robertson	\$7.98	\$12.37	\$14.97	\$19.67	\$8.83 per adult
Stewart	\$5.87	\$8.74	\$10.56	\$14.68	\$7.05 per adult
Sumner	\$7.97	\$12.52	\$15.78	\$20.33	\$8.87 per adult
Williamson	\$7.97	\$14.01	\$18.41	\$22.93	\$9.51 per adult
Average	\$7.17	\$11.18	\$13.75	\$18.11	\$8.19 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 9
(Davidson, Rutherford, Trousdale and Wilson)

* Highlighted wages signify that the occupation does not meet established Davidson County self-sufficiency guidelines for a provider and two children.

LWIA 9 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
First-Line Supervisors/Managers of Non-Retail Sales Workers	\$22.55	Very Good	37.5%
Registered Nurses	\$22.25	Excellent	92.4%
First-Line Supervisors/Managers of Police and Detectives	\$21.67	Excellent	18.5%
Brickmasons and Blockmasons	\$18.43	Very Good	2.8%
Tool and Die Makers	\$17.90	Very Good	35.7%
First-Line Supervisors/Managers of Office and Administrative Support Workers	\$17.67	Very Good	37.5%
Plumbers, Pipefitters, and Steamfitters	\$17.54	Very Good	1.8%
Computer Support Specialists	\$17.09	Excellent	24.6%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	18.5%
Respiratory Therapists	\$15.70	Excellent	40.2%
Computer, Automated Teller, and Office Machine Repairers	\$15.38	Very Good	4.8%
Machinists	\$15.28	Very Good	35.7%
Bus and Truck Mechanics and Diesel Engine Specialists	\$15.13	Very Good	4.8%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	37.5%
Fire Fighters	\$14.80	Excellent	0.5%
Maintenance and Repair Workers, General	\$14.51	Very Good	35.7%
Carpenters	\$13.98	Very Good	1.7%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	71.6%
Medical Records and Health Information Technicians	\$11.30	Excellent	90.4%
Cabinetmakers and Bench Carpenters	\$10.77	Very Good	35.7%
LWIA 9 High Demanding Jobs Average			31.4%
Tennessee State Average			40.5%

LWIA 9	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Davidson	\$7.55	\$12.44	\$15.95	\$20.46	\$8.92 per adult
Rutherford	\$7.99	\$12.97	\$16.23	\$20.68	\$9.01 per adult
Trousdale	\$6.00	\$8.88	\$10.41	\$14.42	\$7.18 per adult
Wilson	\$7.97	\$12.55	\$15.58	\$20.02	\$8.83 per adult
Average:	\$7.38	\$11.71	\$14.54	\$18.90	\$8.49 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 10
(Giles, Hickman, Lawrence, Lewis, Marshall, Maury, Perry and Wayne)

*Highlighted wages signify that the occupation does not meet established Lewis County self-sufficiently guidelines for a provider and two children.

LWIA 10 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	93.5%
Electricians	\$18.38	Excellent	1.2%
First-Line Sprvs./Mngrs., Office & Administrative Support Workers	\$17.67	Very Good	33.0%
First-Line Supervisors/Managers of Correctional Officers	\$17.63	Excellent	11.0%
Industrial Machinery Mechanics	\$17.49	Very Good	5.3%
Computer Support Specialists	\$17.09	Excellent	21.8%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	11.0%
Food Service Managers	\$15.59	Very Good	68.3%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	33.0%
Maintenance and Repair Workers, General	\$14.51	Very Good	37.3%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	79.6%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	37.3%
LWIA 10 High Demanding Jobs Average			36.0%
Tennessee State Average			40.5%

LWIA 10	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Giles	\$6.14	\$9.01	\$10.68	\$14.73	\$7.27 per adult
Hickman	\$5.94	\$8.95	\$10.64	\$14.41	\$6.94 per adult
Lawrence	\$5.92	\$8.81	\$10.57	\$15.10	\$7.29 per adult
Lewis	\$5.91	\$8.70	\$10.37	\$14.76	\$7.19 per adult
Marshall	\$6.11	\$9.12	\$11.21	\$15.36	\$7.32 per adult
Maury	\$6.54	\$10.73	\$13.33	\$16.88	\$7.98 per adult
Perry	\$5.90	\$8.21	\$9.81	\$13.46	\$6.67 per adult
Wayne	\$5.92	\$8.53	\$10.14	\$14.69	\$7.23 per adult
Average	\$6.05	\$9.01	\$10.84	\$14.92	\$7.23 per adult

Tennessee Economic Council on Women

High Demand Jobs for LWIA 11

(Benton, Carroll, Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Henry, Madison, McNairy, Weakley)

*Highlighted wages signify that the occupation does not meet established Henderson County self-sufficiently guidelines for a provider and two children.

LWIA 11 HIGH DEMAND JOBS

OCCUPATION by LWIA	Hourly wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	94.4%
Radiologic Technologists and Technicians	\$22.16	Very Good	84.0%
Medical and Clinical Laboratory Technicians	\$19.34	Very Good	84.0%
Electrical Power-Line Installers and Repairers	\$19.19	Excellent	5.9%
Boilermakers	\$18.88	Very Good	3.5%
Electricians	\$18.38	Excellent	1.8%
Tool and Die Makers	\$17.90	Very Good	41.3%
First-Line Supervisors/Managers of Office & Admin. Support Workers	\$17.67	Very Good	32.8%
Computer Support Specialists	\$17.09	Excellent	28.6%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	28.0%
Food Service Managers	\$15.59	Very Good	65.5%
Machinists	\$15.28	Very Good	41.3%
Bus and Truck Mechanics and Diesel Engine Specialists	\$15.13	Very Good	5.9%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	32.8%
Maintenance and Repair Workers, General	\$14.51	Very Good	41.3%
Legal Secretaries	\$14.47	Very Good	98.4%
Carpenters	\$13.98	Very Good	2.9%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	81.7%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	41.3%
Computer-Controlled Machine Tool Operators	\$13.20	Very Good	41.3%
First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$11.59	Very Good	65.5%
Medical Records and Health Information Technicians	\$11.30	Excellent	38.0%
Cooks, Restaurant	\$8.72	Very Good	69.3%
LWIA 11 High Demanding Jobs Average			44.8%
Tennessee State Average			40.5%

LWIA 11	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Benton	\$5.82	\$8.25	\$10.40	\$14.57	\$6.91 per adult
Carrol	\$5.80	\$8.70	\$10.55	\$14.54	\$7.03 per adult
Chester	\$6.31	\$10.04	\$12.28	\$17.08	\$7.96 per adult
Decatur	\$5.94	\$8.37	\$9.79	\$14.25	\$7.20 per adult
Hardeman	\$5.84	\$8.48	\$10.33	\$14.73	\$7.09 per adult
Hardin	\$5.94	\$8.60	\$10.38	\$14.51	\$7.01 per adult
Haywood	\$5.96	\$8.77	\$10.60	\$14.85	\$7.22 per adult
Henderson	\$5.94	\$8.83	\$10.60	\$14.60	\$7.04 per adult
Henry	\$5.58	\$8.21	\$10.21	\$14.30	\$6.89 per adult
Madison	\$6.61	\$11.25	\$14.10	\$18.48	\$8.36 per adult
McNairy	\$5.93	\$9.04	\$11.03	\$15.54	\$7.42 per adult
Weakley	\$5.60	\$8.04	\$9.93	\$13.51	\$6.58 per adult
Average	\$5.48	\$8.19	\$10.01	\$13.92	\$7.18 per adult

Tennessee Economic Council on Women

High Demand Jobs for LWIA 12 (Crockett, Dyer, Gibson, Lake, Lauderdale, Obion, Tipton)

*Highlighted wages signify that the occupation does not meet established Gibson County self-sufficiently guidelines for a provider and two children.

LWIA 12 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	92.6%
Radiologic Technologists and Technicians	\$22.16	Very Good	87.9%
Electricians	\$18.38	Excellent	1.7%
First-Line Supervisors/Managers of Office and Admin. Support Workers	\$17.67	Very Good	32.1%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	20.2%
Food Service Managers	\$15.59	Very Good	72.1%
Machinists	\$15.28	Very Good	39.7%
First-Line Supervisors/Mangers of Retail Sales Workers	\$15.04	Very Good	32.1%
Maintenance and Repair Workers, General	\$14.51	Very Good	39.7%
Legal Secretaries	\$14.47	Very Good	99.7%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	30.0%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	39.7%
First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$11.59	Very Good	72.1%
LWIA 12 High Demanding Jobs Average			50.7%
Tennessee State Average			40.5%

LWIA 12	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Crockett	\$5.62	\$8.21	\$10.11	\$14.16	\$6.91 per adult
Dyer	\$6.06	\$9.40	\$11.42	\$15.42	\$7.45 per adult
Gibson	\$5.93	\$9.06	\$10.91	\$15.44	\$7.43 per adult
Lake	\$5.62	\$8.12	\$10.04	\$14.21	\$6.93 per adult
Lauderdale	\$5.85	\$8.40	\$10.16	\$14.49	\$7.09 per adult
Obion	\$5.84	\$8.75	\$10.68	\$14.35	\$6.80 per adult
Tipton	\$7.70	\$11.02	\$13.34	\$17.76	\$8.23 per adult
Average	\$6.09	\$8.99	\$10.95	\$15.11	\$7.26 per adult

Tennessee Economic Council on Women
High Demand Jobs for LWIA 13
(Fayette and Shelby)

*Highlighted wages signify that the occupation does not meet established Fayette County self-sufficiently guidelines for a provider and two children.

LWIA 13 HIGH DEMAND JOBS			
OCCUPATION by LWIA	Hourly Wage	Job Outlook	Percent of Women in Jobs
Registered Nurses	\$22.25	Excellent	93.9%
Radiological Technologists and Technicians	\$22.16	Very Good	80.6%
Electricians	\$18.38	Excellent	22.0%
Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$18.14	Very Good	4.4%
First-Line Supervisors/Managers of Office and Admin. Support Workers	\$17.67	Very Good	65.0%
Plumbers, Pipefitters, and Steamfitters	\$17.54	Very Good	4.0%
Computer Support Specialists	\$17.09	Excellent	42.1%
Police and Sheriff's Patrol Officers	\$15.85	Excellent	34.1%
Food Service Managers	\$15.59	Very Good	47.4%
Computer, Automated Teller, and Office Machine Repairers	\$15.38	Very Good	4.4%
Bus and Truck Mechanics and Diesel Engine Specialist	\$15.13	Very Good	4.4%
First-Line Supervisors/Managers of Retail Sales Workers	\$15.04	Very Good	65.0%
Fire Fighters	\$14.80	Excellent	2.8%
Maintenance and Repair Workers, General	\$14.51	Very Good	34.4%
Legal Secretaries	\$14.47	Very Good	98.8%
Carpenters	\$13.98	Very Good	1.5%
Licensed Practical and Licensed Vocational Nurses	\$13.83	Excellent	54.3%
Welders, Cutters, Solderers, and Brazers	\$13.55	Excellent	34.4%
Travel Agents	\$11.87	Excellent	77.7%
First-Line Supervisors/Managers of Food Preparation & Serving Workers	\$11.59	Very Good	47.4%
Medical Records and Health Information Technicians	\$11.30	Excellent	80.6%
Cooks, Restaurant	\$8.72	Very Good	51.7%
Cooks, Institution and Cafeteria	\$7.76	Very Good	51.7%
LWIA 13 High Demanding Jobs Average			45.6%
Tennessee State Average			40.5%

LWIA 13	SELF-SUFFICIENCY WAGES (HOURLY)				
Counties	Adult	Adult + preschooler	Adult + infant preschooler	Adult + infant preschooler schoolage	2 Adults + preschooler schoolage
Fayette	\$7.68	\$11.48	\$14.03	\$18.39	\$8.47 per adult
Shelby	\$7.69	\$12.02	\$15.57	\$20.52	\$9.14 per adult
Average	\$7.69	\$11.75	\$14.80	\$19.46	\$8.81 per adult

APPENDIX B

A Listing of Job Training Programs in the South and Nontraditional Job Training Programs for Women in the Nation

AIDT – Alabama Industrial Development Training

www.aidt.edu/background.html

“AIDT was established to build a healthy state economy by recruiting and training a skilled workforce to attract new industries to the state and to expand existing industries. Job-specific pre-employment and on-the-job training programs are provided. The program provides a full range of customized technical training programs that are free to the employers and to the trainees. Management and supervisory training programs, including Total Quality Management (TQM) and ISO 9000 are also available. In addition to training, AIDT offers services including trainee recruitment and screening. Training is conducted by AIDT staff or contracted instructors and delivered through 38 Mobile Training Units (MTUs) customized to meet specific company needs. MTU’s go directly to the employer site to provide classroom and hands-on training.”

Job Training for high paying jobs

Provided by the state

Free for men and women and employers

BSSC – The Bluegrass State Skills Corporation

www.thinkkentucky.com/bssc/traineligible.com

“The Bluegrass State Skills Corporation’s (BSSC) basic purpose is to improve and promote employment opportunities for the residents of the Commonwealth through training grants and investment credits for skills training programs which create partnerships with business and industry who absorb a share of program costs.” The site lists the training programs and gives information on training eligibility.

Job training program directory

State provides funding for programs already developed

State of Georgia – Department of Labor

www.dol.state.ga.us/

“This site identifies the many training programs across Georgia eligible to receive adult Individual Training Account (ITA) funds. It is designed to help customers make informed training choices by describing the programs/institutions in detail, their performance history and links to critical partner agencies and services. Job seekers and career advisors may search for state-approved ITA training opportunities by geographic area, program of study, a specific training institution, institution name or keyword. Information describing regional labor market demands, wage expectations and financial aid opportunities is also available.”

Job training program directory

Gives listing to WIA approved programs

Unclear how state contributes financially

The Career Directions/Displaced Homemaker Program-Florida

www.valencia.cc.fl.us/institute/career/

“The Career Directions/Displaced Homemaker Program which focuses on providing learning centered environment to assist in the unveiling of career aspirations. This multi-service program

addresses the needs of individuals 35 years of age or older who were previously dependent on the support of another family member and who are no longer so supported due to divorce, separation, death or disability of a spouse. The program uses an individualized approach to establish financial and emotional security by emphasizing assessment and referral for educational, employment and support services. Program services are free to those who meet the eligibility criteria.”

Job and training referrals

Referrals to social service agencies

Florence-Darlington Technical College – Women in Welding

www.fdtc.edu/default.asp

“More and more women are entering the field of welding. Once a male dominated profession, the welding industry is finding that women make excellent welders.” This South Carolina community college offers a course designed to train women in welding.

Nontraditional job-training program that targets women

JOLI Project

“The Kentucky Rive Foothill, Inc. JOLI project is a non-traditional job training and jobs placement model designed to increase employment opportunities for women and minorities in non-traditional jobs. This project will recruit 125 individuals and place 100 individuals in non-traditional manufacturing employment over a three year period. The project will target TANF and non-custodial parents. The Kentucky River Foothills Development Council, Inc. will implement this project in partnership with the Eastern Kentucky University and a consortium of industry leaders that will provide employable skills, manufacturing basics, work behavior skills, instruction for GED, math and reading skills upgrade. The cost per job is \$4,942 on a funding request of \$494,234.”

Job Training for non-traditional jobs for women

Job placement

Tackle Box Model District Initiative - Wisconsin

www.cew.wisc.edu/tacklebox/ProjectOverview/htm

“Recently, a four-year statewide “Tackle Box Project” was initiated using funds from the Carl Perkins Vocational and Technical Education Act of 1998 to address the lack of vocational equity specifically in the area of technology education. The Tackle Box Project aims to increase the number of girls and young women enrolled in technology education classes and to provide a model for educational equity in these programs across the state of Wisconsin.”

Mentoring Program

The Workplace Solutions Project

www.workplacesolutions.org/about/index.html

“The Workplace Solutions Project of Wider Opportunities for Women offers free resources and services to assist employers and unions to increase the access to and success of women in nontraditional apprenticeships, training programs and occupations. Wider Opportunities for Women (WOW) works nationally and in its home community of Washington, DC to achieve economic independence and equality of opportunity for women and girls.”

Mentoring Program

Job Training in nontraditional occupations

Sexual harassment prevention

Job Skills for Trade and Industry

www.renton-tc.ctc.edu/instruction/programs/job_skills_anew.htm

In Washington State, “students gain skills for apprenticeship or entry-level employment in construction, manufacturing, public utilities, and related industries. Courses include theory and hands-on applications in a variety of construction skills, job and life skills, strength building, and trades math. Students can get several industry certifications and do projects in carpentry, electrical, plumbing and other trades.”

Job training in high paying demand jobs

Targets women

Chicago Women in Trades

www.chicagowomenintrades.org

“CHICAGO WOMEN IN TRADES works to increase the number of women in the skilled trades and other blue collar occupations and to eliminate the barriers that prohibit women from entering and remaining in non-traditional careers. CWIT provides direct services and training, engages in research and policy initiatives, and produces a variety of publications.”

Advocacy group

Offers sessions for women on how to get into non-traditional careers

Job training

Hard Hatted Women

www.hardhattedwomen.org/PAT.htm

“This course is a job readiness program designed to prepare women for jobs in non-traditional blue-collar fields, especially in the skilled construction trades. Through classes, hands on construction experience, and exposure to tradeswomen in the field, the course focuses on teaching the mental and physical skills needed to successfully work in skilled trades.”

Non-Traditional Job Training for Women

Job Placement

New York State Project for Nontraditional Employment & Training

www.albany.edu/nontraditional_careers/

“The NET Project provides statewide technical assistance to career and technical education institutions that sponsor Carl D. Perkins funded programs for nontraditional career options. The purpose of this program is to be a resource for educators.”

Technical Assistance for job training programs

Ignite

“IGNITE works closely with the Seattle School District encouraging high school girls to consider careers in technology. We do presentations at schools, field trips to local companies, and we connect high tech women mentors with specific high schools.”

Mentoring programs for young girls

Self-Sufficiency Standard for Tennessee

<http://www.sixstrategies.org/files/TN-FINAL-fullreport.pdf>

Respect That Woman (Wider Opportunities for Women)

www.work4women.org/multimedia/videosyhs.cfm#sexual

“In addition to a discussion of strategies to avoid sexual harassment, this video highlights a variety of high-wage nontraditional occupations in the agriculture, light manufacturing and transportation industries. (1995)”

Sexual Harassment Prevention in nontraditional occupations**Chicago Commons**

www.chicagocommons.org/programservices.org

“Today, Chicago Commons operates four centers based on the settlement house concept, six child development centers, the Education Training Center, a housing resource center, a senior care center, and child welfare services.” Chicago Commons offers many services for people who live in high risk neighborhoods including an employment training program and childcare. This program focuses on the need to serve all people from all age groups in order to promote self-sufficiency.

Job Training**Child care services****Adult Day Care****Career Counseling****Job Referrals****CTWorks**

www.ctworkssw.org/MainSite/AboutCTWorks.asp

“The CTWorks Centers of Southwestern Connecticut provide services to unemployed and underemployed individuals seeking jobs and job search assistance at no cost. Jobseekers are afforded convenient access to the employment, education, training and information services they need at a single location.”

Job training**Resume service****Job Postings**

APPENDIX C

Job Training Resource Guide for Tennessee Women

Compiled by the **Tennessee Economic Council on Women**
2004



1—Choose a career that's right for you

At O*NET Online you can...

...**Find** which jobs best fit skills you have or are working to gain at the *Skills Search* section.

...Get **detailed information** on almost any occupation at the *Find Occupations: Summary Reports* section. (Find job tasks, required skills, work environment, average hourly wages in Tennessee, and more!) Visit the site at : **<http://Online.ONetCenter.org>**

2—Remember to consider the following:

SELF-SUFFICIENT WAGE—After finding the average hourly wage in Tennessee for the occupation you're interested in, check out how it compares with your county's self-sufficiency wage minimums (by family type) at:

www.tennesseeallianceforprogress.org/TNAllFam.xls

HIGH-DEMAND—Make sure to pursue training in an expanding career so as to best ensure employment after training. Check out which jobs in TN have the best outlooks by region by the amount of required education or training at:

www.state.tn.us/labor-wfd/outlooks/select.htm

NONTRADITIONAL JOBS—A nontraditional job is one in which women compose less than 25% of the workforce. In Tennessee, nontraditional jobs earn higher wages than traditional jobs on average. Women are capable of doing these jobs that are more often filled by men, and training is available. Resources for women interested in learning more about working in nontraditional jobs are available at the following website: **www.iseek.org/sv/10112.jsp?pg=10112**



3—Find a program that's right for you!

Find out what **training program** is best for the career you've chosen. Choose between an apprenticeship, a Tennessee Technology Center, or a Community College. All 3 program structures have different benefits depending on your special needs. Learn more about each program and where you can find a training provider in Tennessee near you that fits the description you are seeking by looking through the information on the back of this guide.

Apprenticeships

WHAT IS IT?

Apprenticeships, often offered by trade and labor unions, do a very effective job of targeting the specialized skills required of a particular occupation. The same is true of apprenticeships that offer very skill-specific training conducted by workers knowledgeable in the field.

Most union-provided training is in the form of apprenticeships. In this system, classroom instruction is combined with on-the-job training led by a more experienced worker, or journeyman, who has finished training and has a familiarity with the field. Apprentices work up from the simplest to the more complex tasks as their skills develop. Available in a number of jobs (from plumbers, electricians, bricklayers, painters, elevator constructors, ironworkers, and more), most apprenticeships require 3-5 years of training before training is complete.

BENEFITS?

Apprentices earn a percentage of the wages of a fully-trained worker and can earn benefits during training. Therefore, you do not have to give up your earnings to enter training full-time, nor do you have to pay tuition fees. The hands-on environment in addition to learning classroom essentials provides a good balance and makes trainees immediately available for full employment upon completion. After being trained for so long in a particular trade, successful trainees can boast of competitive, high skills. Often no, or minimal, education requirements.

DRAWBACKS?

Training generally lasts a number of years, during which time pay may be significantly less than if you were a fully-skilled worker having completed the training. Because training is so specialized in a certain field, the skills may not be highly transferable to other occupations if you choose to pursue a different career.

WHERE DO I FIND A PROGRAM PROVIDER IN TENNESSEE?

The Tennessee AFL-CIO (Tennessee's branch of America's largest trade union organization) provides the following website that can give you much more information on the apprenticeships available right here in Tennessee according to occupation.

www.tnafcio.org/apprentice.html

The US Bureau of Apprenticeship and Training has compiled a list of apprenticeship program sponsors according to occupation. A complete list of sponsors in Tennessee is available at the following website: www.doleta.gov/atels_bat/bat.cfm

Technology Centers

WHAT IS IT?

Technology Center post-secondary education is generally more trade-specific than academic-based, preparing workers to enter certain occupations after graduation. Education generally lasts 2 years, though some high school programs offer 2 years of vocational training in addition. Some trainees proceed to higher education, though most enter the workforce. Training predominantly takes place in a classroom setting, offering basic education necessary to develop job skills as well as trade-specific skills gained through classroom instruction and job simulation. Classes are available in a number of occupations, from IT, mechanics, basic education, technical training, management, tourism, healthcare professions, and more.

BENEFITS?

Upon completion, trainees can boast a high skill-level in a particular field with a broader education in basic skills found in numerous occupations. A certificate is usually rewarded, and trainees are ready to enter the workforce. Technology Centers usually provide job-search services to help trainees find jobs with their new skills. Online training provides a unique flexibility.

DRAWBACKS?

Enrollment in Technology Center programs usually requires a high school diploma, G.E.D., or equivalent. Training requires payment of tuition. Usually scholarships are available. Trainees do not earn money while attending classes, though night- and internet-classes (often available) provide for flexibility so that trainees can maintain a job during training.

WHERE DO I FIND A PROGRAM PROVIDER IN TENNESSEE?

The Tennessee Higher Education Commission lists locations of and links to Tennessee Technology Centers at the following website:

www.state.tn.us/thec/2004web/division_pages/institution_pages/thecp1_4.html

A list of internet distance-learning Technology programs is available at the following website. Please note that most are not based in Tennessee, as online work takes place in your own home or internet hub. Make sure the program you choose is accredited. www.worldwidelearn.com/vocational-training.htm

Community Colleges

WHAT IS IT?

Community Colleges are often grouped with Technology Centers because of their similar training structure. However, unlike Technology Centers, Community Colleges offer numerous academic courses in basic education in addition to a wide variety of training programs. Basic education can be oriented to higher education rather than employment, and many Community College graduates go on to enter 4-year universities rather than the workforce. Training is predominantly classroom-oriented. Field trips and lab work can offer important hands-on education in addition to classroom work. A degree from a Community College usually requires 2 years of coursework, though students can also pick and choose courses for general education without obtaining a degree.

BENEFITS?

Most employers look for a certain amount of education, hard work, and initiative, all required of a Community College degree. Workers have more skills than high school graduates without having to attend a 4-year college. Students can usually move from a Community College to a 4-year college with ease. Education upon graduation is more broad than that completed with an apprenticeship or Technology Center, allowing for greater transferability among jobs and an attractiveness to employers seeking more well-rounded skills.

DRAWBACKS?

Because of the breadth of skills learned, graduates are not geared as much for a specific job (although they can concentrate in a particular field), so they are less attractive to employers looking for one certain type of skills. Trainees/students do not get paid for attending classes and must pay tuition, though scholarships are usually available. Working around course schedules may require that students reduce or amend their current work schedules.

WHERE DO I FIND A PROGRAM PROVIDER IN TENNESSEE?

The following website lists Community Colleges located in Tennessee.

www.50states.com/cc/tenn.htm

Look at online Community Colleges available at the [worldwidelearn.com](http://www.worldwidelearn.com) website listed above in the Technology Centers section if distance learning works best for you.

State Resources: The Tennessee Higher Education Commission provides a list of state-recognized, accredited training providers sortable by program type and county or region. These programs are part of the national **Workforce Investment Act**. The list can be accessed at: www.ja.state.tn.us/thec/cbjt/PgSrchEng.jsp.

In addition, each Local Workforce Investment Area (a grouping of counties) has a **Career Center**—a one-stop center with access to materials such as computers, faxes, telephones, and seminars that help both job-seekers and employers find each other. Locate your local Career Center at the Tennessee Department of Labor and Workforce Development's website listing: www.state.tn.us/labor-wfd/cc/cccounty.htm.

APPENDIX D

Career Center Questionnaire

Your name: _____

Date: _____

Location/County: _____

Your position and length of tenure: _____

*The Tennessee Economic Council on Women appreciates your willingness to answer these questions about your Career Center. This will enable us to accurately describe Tennessee's Career Centers and make suggestions for improvement based on your feedback. **Your name will not be used in any reports that may result from the information you provide.***

1. Who is being served at the Career Center?

Are there any particular programs or services designed specifically for women?

Are women entering into non traditional training programs or seeking employment in non traditional occupations? If so, in which areas?

Can you describe for me your typical client?

What percentage of clients to the Center is female?

Do you serve clients from counties other than the one in which you are located? If yes, do these clients have Career Centers in their home counties? Are you aware of any particular barriers faced by those individuals who do not have access to local Career Center programs or services in their own county?

For those of you serving more than one county, what challenges does this present?

2. How are clients being directed in terms of educational opportunities and training?

Is there information available for education/training?

If so, for which occupations and how is this information generally made available to the client?

3. Will the occupations available through the Career Center provide a self-sufficient income for the area?

Is self-sufficiency considered when helping a client find a job?

Is there an emphasis on job placement or job training?

4. As a Counselor, what would help you do your job more efficiently or satisfactorily?

Likewise, what keeps you from doing your job to your satisfaction?

What particular challenges to self sufficient training/employment are faced in your particular area/county?

5. Do you feel your Center is successful?

Do you have any suggestions for improvement?

6. How well known is this Center?

Are there any suggestions for increasing participation at this Center?

7. Are there any services provided or accommodations being made for Hispanic cliental?

Thank you. Your responses are very important to us!